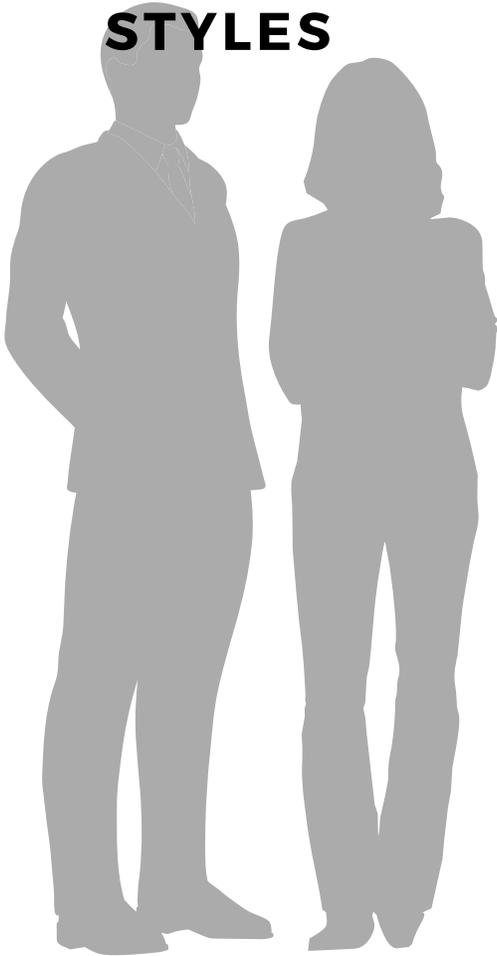


# Choosing Leadership Styles

## 6 LEADERSHIP STYLES



### VISIONARY

Moves people toward shared dreams and is most appropriate when changes require a new vision or when a clear and inspirational direction is needed.



### COACHING

Connects what an individual wants with the organization's goals, helps leaders intelligently delegate, and helps team members improve performance by building long-term capabilities.



### AFFILIATIVE

Creates harmony by connecting people to each other and is most appropriate to heal rifts in a team, motivate during stressful times, or strengthen connections.



### DEMOCRATIC

Values people's input and gets commitment through participation. It is helpful in building buy-in, consensus, and gathering input from team members.



### PACESETTING

Meets challenging and exciting goals to get high-quality results from a motivated and competent team.



### COMMANDING

Soothes fears by giving clear direction in an emergency and is appropriate in a crisis, to kick-start a turn-around, or with problem team members.



Source: *Primal Leadership: Realizing the Power of Emotional Intelligence* by Daniel Goleman, Richard Boyatzis, Annie McKee

### Choosing Leadership Styles

The Science of High-Performance Leadership:  
7 Brain-Based Strategies to Become a Leader Worth Following

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# Choosing Leadership Styles

## Which leadership style(s) should you use?

Consider each of the following variables.

### The Situation

- What is the problem to be solved?
- What is the desired outcome?
- What does winning look like?

### Stakeholders

Who are your most important stakeholders? Describe in detail each stakeholder in terms of readiness, maturity, sophistication, rank, trust, interests, and concerns

### Leader Strengths

- What are your strengths as a leader?
- What is your default leadership style?
- What is the level of trust and credibility you have with each stakeholder?

### Company Culture

- What are the interests and needs of the company?
- What are your company's values?
- What is the current state of the company? (financials, reputation, etc.)

What leadership style(s) might have an adverse affect and why?

What leadership style(s) is likely to be most successful and why?

What are 3 actions you as the leader can take to execute the selected leadership style(s)?

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